



DEPARTMENT OF THE NAVY
CRANE DIVISION
NAVAL SURFACE WARFARE CENTER
300 HIGHWAY 361
CRANE INDIANA 47522-5001

IN REPLY REFER TO:

5720

00L/19F20.2

September 24, 2019

SENT VIA EMAIL

Ms. Jiayi (Grace) Geng
947 South Baldwin Drive
Bloomington, IN 47403-1

SUBJECT: FREEDOM ON INFORMATION ACT CASE DON-NAVY-2019-011031

Dear Ms. Geng:

This is in final response to your 6 September 2019 FOIA request in which you requested the release of "The following information from HR: How many Crane Employees were removed (fired) during the past 10 years? What are their gender, race, color, national origin, pay plan, pay grade, series/title, and reason for removal (offenses)? Please provide the Final Removal Letter for each individual, with names crossed for PPI Protection.""

A thorough search of NSWC Crane's files was conducted, specifically those located in the Human Resources Office (1014). Knowledgeable personnel who oversee and specialize in Human Resource Records conducted an extensive search of their files and determined there were two (2) responsive records. It should be noted that this information is derived from the Labor and Employee Relations Database; National Origin categories are not tracked. In addition, disciplinary files are only maintained for four years in accordance with regulation.

In regards to the record, we have reviewed the documentation and determined that some portions are releasable; however, some portions of your record request must be withheld or redacted in part or in their entirety under 5 U.S.C 552(b)(6).

In accordance with Exemption 6 [5 U.S.C 552(b)(6)], we have taken the liberty, for privacy reasons, to redact the personally identifiable information (PII) of individuals from the record. Pursuant to FOIA subsection (b)(6), the disclosure of information which would cause a clearly unwarrantable invasion of privacy of an individual is protected from disclosure. In

reviewing documentation for release, the Agency is required to:
(1) determine whether the disclosure of the document would constitute an invasion of privacy, (2) assess if there is a public interest, and (3) weigh the privacy interest against the public interest.

If you disagree with the determination, you may appeal the matter to:

Department of Navy
Office of General Counsel
Attn: FOIA Appeals
1000 Navy Pentagon, Room 5A532
Washington, DC 20350-1000

Your appeal must be postmarked no later than 90-calendar days from the date of this letter and should include a copy of your initial request, a copy of this letter, and a statement indicating why you believe it should be granted. We recommend that your appeal and its envelope both bear the notation "Freedom of Information Act Appeal." In addition, you have the right to seek assistance and/or dispute resolution services from the Department of the Navy FOIA Public Liaison, Mr. Christopher Julka, at Christopher.a.julka@navy.mil or (703)697-0031. You may also contact the Office of Government Information Services (OGIS) for assistance and/or dispute resolution at ogis@nara.gov or 1-(877)684-6448. For more information, online, about services provided by OGIS, please visit their website at <https://ogis.archives.gov>.

The total number of pages being released is 133 pages. There is no charge for reproduction costs; however, you are being billed the \$25.00 that you agreed to pay in your FOIA Request.

If you have any questions concerning this letter, you may contact Sara Gibson at (812) 854-5297 or by email at sara.gibson@navy.mil.

Sincerely,



SARA A. Gibson
By direction

Enclosure (1) Removal List
(2) Removal Letters